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Committee on the Elimination of Discrimination
against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second periodic reports of States parties

Addendum

CZECHOSLOVAKIA

V.89-57656

1. The Committee on the Elimination of Discrimination against Women discussed in the days from 10 to 21 March 1986 the initial Czechoslovak report on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women; Article 18 (1b) binds the contracting Parties to present subsequent periodic reports. The second Czechoslovak report on the implementation of the Convention is based on the situation described in 1986 and records the changes in the individual fields within the last 3 years.

2. The Czechoslovak law is consistently based on the principle of equality between man and woman. The specialized body entrusted with the protection of the rights of women has not been established as yet. Both woman and man may request providing protection of their rights from the authorities of the state power and administration, court, or prosecutor's office as well as other institutions (trade union, cooperative, bodies of social institutions associated in the National Front and specialized control agencies which, according to the nature of a problem and sphere of their competence, make decisions or provide necessary information on the protection of rights).

3. Proceedings related to a complaint of both man and woman do not differ. A complaint is handled by various authorities according to the nature of a problem which is the subject of a complaint, for instance, prosecution, national committees, ministries, trade union and cooperative bodies.

4. The very proceedings are entertained usually by the court and in the sphere administrated by a national committee. In case of a threat to women's rights, women can without any prejudice apply to courts which provide for the protection of rights of all citizens without any distinction between men and women. In case that a problem and its resolution is out of competence of a certain court, the court will provide, in the framework of its counselling activity, necessary information indicating the body which should be applied to, for providing protection of rights.

5. The number of cases is not registered. The court is a professional body competent to monitor in practice the implementation of legal regulations governing the equality between men and women. Women as well as men can apply for the initiation of legal proceedings. Equal rights and duties are stipulated for both women and men during their presentation before courts. The court decisions are not governed by human sex but by the merits of a particular issue. If a woman feels that she is discriminated before the court due to her female sex, she may request change of the judge or re-examination of the verdict by the court of higher competent authority. We are not familiar with cases of discrimination before courts. Local administration and higher elected bodies can also deal with these issues. From the practical point of view, the national committees of the lowest degree are of extraordinary importance. These authorities, on the basis of the Act on the national committees, inter alia, are iniciatively concerned with the prevention of damage to women's interests and, if necessary, take concrete measures to secure remedy. These authorities are ex offo entitled to inform further competent entities of cases where the violation of legal regulations governing the equality of men and women has been found.

6. Considerable authority is maintained by the trade union bodies which, in examining the compliance with the labour legal regulations, pay due regard to satisfying of women's rights stipulated in the legal standards. An important role in the care for women is played by the Women's Commissions of enterprises and factories. They may initiate doing away with respectively found deficiencies. The Czechoslovak Union of Women, voluntary social organization of Czechoslovak women, holds an important place in monitoring equal position of women within the Czechoslovak society.

7. The Czechoslovak Law elaborates the constitutional principle of equality of women and men into concrete legal regulations. As regards the position of men and women within the family, cases of

violence in the family are according to their gravity prosecuted as offences (under the Act No. 60/1961 of the Collection of Laws), as misdemeanours (under the Act No. 150/1969 of the Collection of Laws), or as criminal offences in cases of higher jeopardy according to the respective provisions of the Penal Code. Our legislation is not familiar with any special criminal offence of violence in the family and thus, the number of those cases is not registered.

8. As regards the proceedings of divorcing the mariage conducted under the rules stipulated by the Civil Judicial Code, women have equal position of the participants in the legal process and their scope of rights is the same. As the interests of parents and child may be different in course of the divorce proceedings and there may be cross interests, the guardian in family conflict assignes for the child who represents the child and protects child's interests during the whole proceedings. This function is exercised by the national committee through its body entrusted with the care for children.

9. Our Law is not familiar with separation. The grounds for divorcing the marriage are adjudicated by the Family Code. In deciding about the divorce the court must pay attention to the interests of minor children. In its decision divorcing the marriage, the court must determine which parent will be entrusted with the upbringing of the child and how each parent is to contribute towards the maintenance of the child. The court shall entrust the parent who can secure most favourable conditions for the child's further due upbringing, which is carefully examined in the legal process. The court's decision related to the upbringing and maintenance of the child can be replaced by the agreement of the parents, subject to court's approval.

10. Personal property of either of the souses remains even after contracting the marriage his (her) exclusive ownership and this applies also to the character of property after divorce. The respective personal property of either of the spouses may be enlarged by things acquired through heritage or gift which serve, by the character, his (her) personal use and helps to carry out the profession.

Even this property remains after the divorce in the exclusive ownership of the spouse who has acquired the aforesaid property.

11. The Civil Code embodies the regulation that the property of spouse acquired in the period of their marriage constitutes their common property. After contracting the marriage, the fundamental proprietory relationship of the shared property is constituted between the spouses, which becomes extinct after the divorce. The Civil Code prefers division of shared property of the former spouses after the divorce through an agreement which is valid even without the court's approval. If such an agreement is not concluded, the court shall, through its decision, upon the proposal of one of the spouses, carry out the settlement of the shared property in the way of dividing of principle of the shared property of the spouses into halves. Other divided proportion may be only a matter of exception, of justifiable cases which are in compliance with the conditions stipulated by the Law. In the division of property the court pays due regard to the needs of minor children and to the manner how each of the spouses has contributed to the maintenance of the family, as well as to his(her) merit in the acquisition and maintenance of the shared property.

12. In the majority of families and married young couples, relatively equal division of household chores is almost always being applied. The involvement of spouses in the non-traditional household chores is not, however, entirely the result of their own decision, it is conditioned by the business of woman at work as well as by the occasional lack of suitable structures or availability of some services. The Czechoslovak Law equates household chores with the work within employment. A considerable attention is paid to this aspect during divorces handled by the courts. The spouse who takes care of the household has no material disadvantage of the employed spouse.

Divorces in 1986 according to the main causes of irretrievable breakdown of marriage

Cause of the breakdown of marriage	on the part of			
	man	woman	man	woman
	Absolutely		Relatively	
ill-judged marriage	2 165	2 165	5,7	5,7
alcoholism	5 521	424	14,6	1,1
unfaithfulness	6 375	5 971	16,8	15,8
lack of the interest in the family (including the abandonment of the family life)	3 299	1 306	8,7	3,4
bad treatment, sentence for the criminal offence	1 943	132	5,1	0,3
different character, opinions and interests	12 065	12 065	31,9	31,9
health reasons (incl. infertility)	475	637	1,3	1,7
sexual discords	1 206	1 206	3,2	3,2
other causes	1 787	2 664	4,7	7,0
The court has not found the fault of either of the spouses	3 049	11 315	8,0	29,9
T O T A L L Y	37 885	37 885	100,0	100,0

Number of divorces in the Czechoslovak Socialist Republic

year	number of marriages	number of divorces	that is %
1985	119 583	38 289	32,0
1986	119 979	37 885	31,6
1987	112 168	39 522	35,2

The proposal for divorce presented by woman
(the Czechoslovak Socialist Republic)

year	number	that is %
1985	24 317	63,6
1986	24 072	63,5
1987	25 129	63,6

Divorced marriages

	1986	1987
within the period of 1 year	552	571
1 - 3	8 063	8 535
4 - 6	6 977	7 309
7 - 10	7 476	7 458
10 - 15	6 608	7 080
16 - 20	4 214	4 471
21 and more	3 995	4 098

Number of divorces as a result of bad treatment of man

1985	1 328 divorces
1986	1 943 divorces
1987	1 844 divorces

13. As regards the choice of nationality, the Constitutional Law No. 144/1968 of the Collection of Laws stipulates that every citizen freely decides about his(her) nationality according to his (her) opinion. The choice of nationality does not limit the scope of rights exercised by the citizen.

14. The parents can choose any nationality for their child and this nationality is indicated in the personal documents of the child. The parents' decision need not be final, the child can choose other nationality when he (she) comes of age.

15. The name and surname identify the citizen. The parents of the child decide equally of the child's name, their choice must be in compliance with the register regulations. If the parents do not agree upon the child's name, it can be exceptionally decided about by the court.

16. The surname indicates descent on the parents. The Family Code stipulates that the child must bear the surname after one of the parent in case that the parents have not their common surname (the spouses must agree upon this before contracting the marriage). The surname decided in such a manner shall be borne by all their children.

17. In case the child was born out of wedlock and the father of the child was indicated, the parents must agree upon the surname of the child. If the father is not indicated, the parents will decide about the surname later on when he is indicated, before the child comes of age at the latest. Until that decision the child bears the surname after the mother. In case the parents did not agree upon the court would decide about the common surname of all their children.

18. Once the agreement on the child's surname is reached or decided by the court, it cannot be changed by further accord, only in the way of an administrative application according to the Act No. 55/1950 of the Collection of Laws. The parents' divorce does not influence the surname of the child.

19. Prostitution in the Czechoslovak Socialist Republic is considered as one of the forms of committing the crime of Parasitism under the Section 203 of the Penal Code or misdeed under the Section 10 of the Act No.150/69 of the Collection of Laws. Prostitution is not registered as a specific form of criminal activity.

Convicted women	Committing of the crime of Parasitism under the Section 203 of the Penal Code	Committing of the misdeed of Parasitism unde the Section 10 of the Act of misdeed
year		
1985	664	227
1986	630	368
1987	637	447

20. In the Czechoslovak Socialist Republic considerable attention is being paid to the serious question of the termination of pregnancy. Since the consideration of the first periodic report of the Czechoslovak Socialist Republic the Czechoslovak legal status of this issue has been changed.

21. The existing legal regulation of permitting abortion through the national committees commissions has been changed. The respective termination of pregnancy is presently decided about only by woman and her physician of attendance who considers the health views of abortion. The state's influence of personal decision has been abolished. For example in the Czech Socialist Republic the termination of pregnancy is governed by the following regulations:

- The Act of the Czech National Council No. 66/1986 of the Collection of Laws, on the termination of pregnancy
- The Notice of the Ministry of Health and Social Affairs of the Czech Socialist Republic No. 75/1987 of the Collection of Laws which puts into practice the Act of the Czech National Council No. 66/1986 of the Collection of Laws, on the termination of pregnancy.

22. In the Slovak Socialist Republic the termination of pregnancy is similarly governed by the Act of the Slovak National Council and related regulations.

Registered abortions in the Czechoslovak Socialist Republic

	1983	1984	1985	1987
registered abortions:	135.104	140.232	144.951	
numeral figures involve:				
requested termination of pregnancy	108.662	113.802	119.325	
spontaneous abortion	26.399	26.367	25.553	
others	43	63	73	
requested termination of pregnancy after the introduction of the new Act				158.446
number of abortions per 100 completed pregnancies				398,8
per 100 newly born babies				73,5

23. After the introduction of the new Act on the termination of pregnancy the number of requested abortions raised to 132,7, that means by 39.121 positively handled applications in comparison with the year 1985.

24. The greatest number of abortions is carried out in the age from 20 to 30 years. Social groups of women are not registered.

25. The medium life expectancy (the expectation of life at birth) in 1987 was 67,50 years as regards men, and 74,95 years as regards women.

26. Legislative and other measures pay attention, above all, to all-round facilitation of the position of working women, especially mothers. Developed system of both direct and indirect support in

maternity and in the families with children testifies to this facilitation. For example in 1986 social help provided to families with children was funded from the state budget and other social funds by a total sum of 39.075 million Kčs, it means that a raise by 6,76 % can be registered in comparison with the year 1983.

27. The women's share in the total number of working staff was 46 % at the end of 1987, that is 50,6 % including women on maternity and other leaves. The greatest percentage of women can be registered in the field of social security (88,9 %), finance (79,5 %), health services (78,7 %), interior trade (75,2 %) and education (73,0 %). The women's share in industry is 40,8 % and in agriculture 41,1 %. 53,45 % of women are working as professional judges in the department of justice, 69,66 % of them in the functions of state notaries. The overstaffing with women in justice recently tends to raise. There are 66 women employed at the Ministry of Justice of the Czech Socialist Republic, 6 women in the leading positions.

28. As regards the legal status of pregnant women and mothers, a number of further positive steps advancing the existing provisions have been taken since the consideration of the first Czechoslovak report in 1986.

29. The ammended Labour Code valid as of 1st January 1988 legally modifies the maternity leave in the length of 3 years (up to the child's age of 3 years) in connection with the provision of monthly maternity allowance of 600 Kčs in care for 2 children and monthly allowance of 800 Kčs in care for 3 and more children, up to the age of three years of the youngest child.

30. As regards the care for the first - one child - the maternity allowance is granted in the amount of 600 Kčs up to the child's age of one year. In cases when woman cares for another child under three years, child is disabled or adopted, mother is single or wife of student or disabled person, the maternity allowance is granted up to the child's age of three years.

31. In the view of the equal status of men and women in Czechoslovakia, importance is attached to the introduction of working free

time together with granting sum of money as a kind of help provided to single man who is, on the basis of the decision by the competent authority, entrusted with care for the child, or who cares for the child whose mother died (Article II, paragraph 7 of the Act No.51/87 of the Collection of Laws and Article I, paragraph 2 of the Act No. 52/1987 of the Collection of Laws). The Czechoslovak lawmaker, therefore, makes it clear that for the time being he does not intend to introduce the parental leave for any of the spouses but that he favours motherly care for the child and supports the father's care for the child only in exceptional cases.

32. The Act No. 50/1987 of the Collection of Laws relating to the changes in provisions stipulating the maternity allowance preserves on principle the amount of this allowance (page 13 of the original Czechoslovak report) stating that it is provided from the first to the second year of the child's age in the monthly amount of 800 Kčs, however, the conditions of the right to and time of its provision have been made more advantageous.

33. The maternity allowance is always granted to woman and her child under one year. As regards child under two years, it is provided in cases when woman cares for another child or if the child is disabled or adopted, the woman is single or wife of student or disabled person. The Act on maternity allowance was also applied to single men which means further step towards achievement of full equality between men and women.

34. Extensive measures in favour of the working women, especially pregnant women and mothers of small children, involve also the right to the provision of working free time during attending ill members of family, or, as the case may be, child under 10 years for temporary period when the care is not ensured (quarentine in nursery school or kindergarden, illness of the person who at the same time cares for a child and others.). During this period of free time the working woman or man are entitled to special amount of sickness insurance - support while carrying for a member of the family - during the time which was by the Act No. 51/1987 of the Collection

of Laws prolonged from 3 to 5 days and, if need continues, the period may be further prolonged by 2 days paid from the sickness insurance, and unpaid days during the whole needed period. In case of a single woman the mentioned support period may be prolonged up to 13 working days. In practice these allowances are mainly used by the employed women.

35. In the view of the above mentioned facts, it is evident that considerable amount of advantages and allowances provided to employed women is financially covered by the social security, not in the framework of respective employers.

36. The state spends significant amount of finance on the run of the children's pre-school facilities.

37. Entrusting these facilities with the care for children does not almost affect the family budget. The nursery school fee depending on the financial amount per one member of the family is from 0 to 8 Kčs per a child and day (1986), the value of meals alone being 11,20 Kčs. The maintenance of children in kindergardens is financially covered by the state. The parents only contribute 4 Kčs daily to the boarding allowance of the child. In case the income per one member of family is lower than 800 Kčs, the amount for the child's boarding allowance is reduced up to 2,30 Kčs daily.

38. The state provides supportive payment of 2000 Kčs for each child born. Since 1986 the state further provides the parents caring for a child with the following child allowances:

200 Kčs	for 1 child
650 Kčs	for 2 children
1210 Kčs	for 3 children
1720 Kčs	for 4 children

and increase by 350 Kčs per month for each further child.

39. Loans provided to young couples are widely used, in 1987 the maximum amount of a loan was raised from 30.000 to 50.000 Kčs, the maturity being 15 years. The interest is 1 - 2,5 %, according to the purpose of the loan. In case of child born and after the child attains the age of one year, the loan is reduced by 2000 Kčs.

In case of the second and further child born, it is always reduced by 4000 Kčs.

40. Article 24 of the Constitution of the Czechoslovak Socialist Republic of 1960 stipulates that all citizens have the right to free education which has been provided to them free of charge since 1948.

41. In the school year 1987/1988 the share of girls in the Czechoslovak Socialist Republic was:

Type of school	%	number of girls-students	index compared with the previous year
secondary grammar schools	61,4	84.463	101,2
secondary (technical) schools with school-leaving certificate	63,5	165.317	101,9
secondary vocational schools	39,8	168.062	104,3
institutions of higher learning (totally):	43,6	58.926 (only full-time study)	99,6
- technical branch	25,9		101,7
- universities	63,6		99,0
- economics	62,9		98,0
- argiculture	36,5		99,2
- arts	38,5		108,8

Note: The number of women is not registered in case of employment.

42. In the school year 1987/88 the share of girls studying at the secondary pedagogical schools was 97,5 % and at the University Faculties of Pedagogy was 70,6 %.

43. Scholarship is provided to all students entitled under the same conditions and regardless of their sex.

44. Reduced work demands and economic security of employed students are governed by the Notice No. 140 of the Ministries of Education of the Czech and Slovak Socialist Republic from 23 October 1968, the Section 8 of which stipulates that women caring for at least one child under 15 years, except full-time postgraduate study,

are entitled to further working free time with the compensation of wages in the extent of 5 days in each school year.

45. The numbers of girls-students of the institutions of higher learning are not lower in comparison with the secondary schools. The existing trends have been testifying to considerable overstaff with women within institutions of higher learning and, consequently, in some professions (teachers, doctors).

46. As regards the primary schools, the share of girls is 49,2 % (1988).

47. Relatively high overstaff with women can be judged from the figures of the school year 1987/88 relating to secondary schools where:

- as regards secondary technical and vocational schools, 109.945 girls from the total number of 177.321 students were studying in the above mentioned school year, that means 62 %.
- as regards secondary grammar schools, 56.156 girls from the total number of 90.769 students, that means 61,8 %.

48. The two relevant figures apply to the Czech Socialist Republic.

49. As regards the institutions of higher learning, the situation in the school year 1988/89 is as follows:

- for example in the school year 1988/89, 88 113 students are enrolle for the studies at the institutions of higher learning, in the Czech Socialist Republic+, from that number 38 722 women, that means 43,94 %

Universities	34 969	21 707 women	62,07 %
technical institutions	38 255	9 785 women	25,57 %
economics	6 532	4 059 women	62,14 %
agriculture	7 234	2 739 women	37,86 %
arts	1 123	432 women	38,46 %

+ Note: The statistical data for the Slovak Socialist Republic and year 1988 were not at our disposal during the elaboration

50. The situation is distorted by the number of women accepted for studies at the technical universities, as these schools are in preference representation in the plans of accepted students - the plan for the school year 1988/89, 11.216 students constitutes 49,71 % of the plan for the institutions of higher learning in the Czech Socialist Republic and the women's interest in the studies at the technical institutions is only approximately 28 %. 4 212 women applied for the studies form the total number of 14 956 applicants.

51. Girls can at the same time exercise equal opportunities of education in sports and physical culture, for example the share of girls in the sports schools is 45,2 % in the school year 1988/89.

52. In the Czechoslovak Socialist Republic it is not necessary to intruduce some special measures stimulating the interest of women in studies at the institutions of higher learning as the interest itself is considerable. And the attitudes within the family and also employers are relatively democratic, so we cannot speak of aversion. We can rather register emerging questions relating to the relatively high employment of women and their aforesaid overstaff in some professions. Thus, the problem of democratization of women's education has been practically resolved in the Czechoslovak Socialist Republic and there are not several social barriers as applied to other countries.

53. One of the challenging tasks of the present-day restructuring of the society in the Czechoslovak Socialist Republic, real democratization of society, introducing of real, not only legal equality between woman and man, is to create or improve all preconditions for women's full exercise of equality embodied in the legal regulations, without affecting the upbringing of children and caring for family.

ANNEX

Replies to questions asked by members of the Committee on the Elimination of Discrimination against Women during its consideration of the first report by the Czechoslovak Socialist Republic on the implementation of the Convention on the Elimination of all Forms of Discrimination against Women

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1) Which fields of the intellectual and material life of the Czechoslovak society have developed in addition, besides the objectives stipulated in the Convention?

Provisions for more advantageous work conditions for women than for men under the Code of Labour, the amendment of which has been in force in 1 January 1989 (Sections 139, 149, 154, 156).

2) Women continue to be concentrated in traditional sectors. The fact that they have major responsibility for the upbringing of their children makes them "poorer" than men.

Analyses show that women feel considerably more responsible for the upbringing of children and for household chores than do men. Therefore up to a certain time - mostly until the children have grown up - they do not attach the greatest importance to their full professional development (or even their application to work), as a consequence of which in that period of time they are not keen on working in managerial positions. Their economic activity in that period is aimed at securing their households financially with the least possible loss of free time. That is why they frequently seek jobs even outside their profession near their home and are not interested in other necessary activities performed in their leisure time which go along with a managerial post. Measures aimed at harmonizing the professional activities of mothers with the required care for the upbringing of children in their early childhood (particularly the conditions for a broader utilization of part time work) will be specified in the now prepared new concept of the State's family policy.

3) Which competent authorities take care of the living conditions of women? What kind of authorities - women's, state and others? Who provides safeguards?

It is the two Houses of the Federal Assembly, central Government bodies (the Federal Ministry of Labour and Social Affairs, the Ministry of Health and Social Affairs of the Czech Socialist Republic, the Ministry of Health and Social Affairs of the Slovak Socialist Republic and other sectoral Ministries), territorial organs of state power (National Committees), non-governmental organizations associated in the National Front (the Revolutionary Trade Union Movement, the Czechoslovak Union of Women, the Central Co-operative Council, the Socialist Union of Youth, the Union of Co-operative Farmers, the Scientific and Technological Society, etc.). Institutionally the care for the living conditions of women is secured by legal regulations - beginning with the Constitution of the Czechoslovak Socialist Republic up to the family law, labour law, civil law.

4) <u>The system of pensions seems to be discriminative against men - widowers.</u>

The welfare system for surviving relatives is being currently reviewed. The problem of social security for widowers has, however, been tackled in the new act on social security, which has been in force since 1 October 1988, by the introduction of entitlement to a widower's allowance to be paid from social welfare funds.

5) <u>Women should not be overprotected, but should not be considered a mere unit of reproduction, this would be a paternalistic attitude. Have any measures been taken to change such an attitude?</u>

In no case are women in our State considered a mere unit of reproduction. At present they make up 46 per cent of the entire labour force (along with women on maternity leave and extended maternity leave it makes 50,6 per cent) and they are fully involved in all areas of public life. Legal regulations in the fields of labour and social welfare law help women fulfil their irreplaceable role as mothers. The difficulties resulting from the parallel roles of women as mothers and economically active persons - such as their overloading and lack of leisure - have to be further gradually dealt with.

Concerning the question of overprotection: in fact, we do have legislation protecting women, notably in the area of suitable conditions of work. There is, for instance, the ILO International Instrument No. 89 on Night Work. The work in material production used to be hard. That is why Czechoslovakia, like a number of other States, ratified this Convention. We are aware that as a result of scientific and technological advances the conditions of work are changing, that protective legislation is becoming obsolete and thus discriminatory. At the same time, we would like to point out that a number of trade union centres in advanced capitalist countries consider the protectionism of Convention No. 89 to be justified. A similar view has to be taken of the lists of work prohibited for women drawn up by individual sectors and organizations according to the attached principles contained in the Government Decision No. 32/1967.

The lists of work prohibited for women serve primarily to protect the health of women and their role as mothers. They are being amended in accordance with the state of technical development. Under a measure adopted by the Federal Ministry of Labour and Social Affairs in 1988, the provisons of the above-mentioned Government Decision No. 32/1967 will be reviewed.

6) Have the women entering the studies any preferences in course of their studies?

Allowances during external studies are regulated by Notice No. 140/1968, Collection of Laws. Women caring for at least one child younger than 15 years are entitled, in addition to the free time granted to all external students, to another 5 days of paid leave in one academic year. Women who during their studies get pregnant or have a small child have the possibility of arranging for themselves individual study regimes and appropriate financial support (social scholarship for student-mothers).

8) What percentage from the budget of the Czechoslovak Socialist Republic is spent on social purposes, education and various perquisites for women?

The percentage of Czechoslovakia's budget alocated for social

purposes, education and various benefits for women is not calculated. Only maternity allowances can be specifically traced in the State Budget. In their absolute majority they are granted to women only (approx. 4 billion Czechoslovak crowns, i.e. 1 per cent of the used national income).

9) How are financed nursery schools and creches? Are there any perquisites for students from the state - in what amount? How many women take part in the educational programmes?

The operating costs for nursery schools and kindergatens are paid by the State or, at the present time, they are paid in part (30 per cent) from company funds. For the families, placing their children in these establishments is economically very advantageous. Depending on the income per one member of the household the daily fee in the nursery schools is graded up to a maximum of 8 Kčs for one child (which only partially covers the cost of food for the whole day - 11,80 Kčs). In kindergartens the daily fee also varies depending on the monthly income per one family member from 2,30 Kčs up to 4 Kčs per one child.

Number of students attending school

1987/1988	number	percentage of girls
Secondary schools	84,463	61,4
Secondary specialized and specialized schools	165,317	63,5
Secondary vocational schools	168,062	39,8
Secondary vocational schools with school-leaving exam.	14,829	27
Higher schools	58,926	43,6
	full-time students	
T o t a l	72,145	42,5

Within the framework of the educational system all women have the possibility of obtaining an education (re-training) through full-time, evening or external studies. A one-shot inquiry in 1987 revealed that 4,5 per cent of employed women are extending their qualifications.

10) How large is the family, average number of children in the family?

Almost 50 percent of families with children have two children, i.e. a four-member family predominates. The average number of children per family is 1,8.

11) How less are women paid than men?

12) What steps have been taken in order that women receive equal salary with men? How can be explained the unequality in remuneration between man and woman?

Women achieve 69 percent of the remuneration of men or 80 per cent of the average wage in Czechoslovakia. The difference in blue-collar occupations is higher than in technical and administrative ones. While in some occupations men due to their physical characteristics earn higher wages, above-average skills of women (dexterity meticulousness at work, ability to perform high precision work) are not always being reflected in their remuneration. In Czechoslovakia, like in most other countries, the principal differences in earnings are primarily due to the selected criteria of differentiation. The level of men's and women's earnings is furthermore significantly influenced by the practice of organizations in job assignments. In many a case here there is a persisting differentiation between jobs assigned typically either to men or women. The measure of these influences cannot be objectively explained or calculated.

Many of these factors are at work in most industrial countries. In Czechoslovakia another important factor may be identified which is probably more significant than elsewhere. We have in mind certain aspects of the work conditions, such as hard manual work, work underground or work at places remote from a worker's home (occurring frequently in the building industry). In conditions of full employment it is increasingly difficult to hire workers for these jobs. S ne in Czechoslovakia these jobs cannot be filled by migrant workers, the only alternative is to offer higher wages and wage bonuses which are then reflected in greater differences in the earnings of men and women.

13) Is the equal earning ability being advocated as regards men and women at the same working posts?

Yes. For a specific job uniform wage rates are in force. Thus the amount of wages depends on objectie factors determining a given job regardless of whether it is held by a man or a woman.

14) Unequal salaries of men and women signify that women's maternity and social functions constitute a hindrance which has not been surmounted as yet. Czechoslovak women have not overcome the problems of combining their employment with maternity?

One reason for unequal wages of men and women is that particularly at the time the children are small and the mother feels more responsible for their care and upbringing, women are willing to accept jobs that are less paid and involve less responsibility, (see reply to question 2).

15) When a woman returns to work after two-years' maternity leave (when her child attains the age of two years), has she any problems?

Currently a woman has the possibility of staying on her maternity leave up to 3 years of her child's age. (As of 1 January 1989 the maternity leave has been extended up to the child's age of three. Mothers of more than one child receive a maternity allowance until that time, if they are not employed). Upon return to her employment, a mother experiences certain difficulties due to the cummulation of job-related duties with those connected with the care for her child. She has to be assigned a job in accordance with her qualification, which means that for a certain period of time she has to refresh the respective work methods or to learn new ones, if a change occurred in the meantime. If a woman is returning from the so-called paid maternity leave, she is assigned her original work and work place. If she is returning from an extended maternity leave, the employer has the obligation to assign her work in accordance with the employment contract.

16) Is the length of maternity leave of students the same as applied to other employed women? What is the character of their financial support?

Young people preparing themselves for their future occupations by studying are provided for through scholarships. There are both performance scholarships and welfare scholarships.

At secondary schools the size of a scholarship depends of the pupil's performance at school and on the average monthly income per head of his family and ranges up to 400 Czechoslovak crowns monthly. In special cases (e.g. sensory impairment) this basic welfare scholarship may be increased by another 200 Kčs.

University-level and college students are granted performance as well as welfare scholarships depending in size on the average monthly income per head of the student's family and on the field of study. The maximum size of the welfare scholarship is 450,-- Kčs monthly. Like at secondary schools also here an extraordinary scholarship up to 450,-- Kčs or a one-time scholarship up to 1000,-- Kčs (accompanying an honourable mention) may be granted.

Student mothers and single students with minor children are granted a monthly scholarship of 350,-- Kčs for the first child and of 200,-- Kčs for the second and further children. The length of the maternity leave of student mothers, if they have an individual programme of study during which they collect a special scholarship for student mothers, is identical.

17) Is there any survey of mother's full usage of the whole maternity leave in general (up to the child's age of two years)?

18) Do mothers prefer earlier return to work? In what cases and why?

Yes. It may generally be said that the higher the education and the post held prior to maternity leave, the shorter the leave actually taken. The utilization of the maternity leave is being currently researched. Prior to 1988 (when maternity allowance was paid only until 2 years of the child's age), the average length of utilized maternity leave was for the first child approx. 1,5 year, for the second and further children it ranged between 1,8 - 2,2 years.

An earlier return from maternity leave to work is preferred by some mothers in highly skilled professions (doctors), by some very young mothers for whom the child is a burden, and by single mothers because the maternity allowance does not completely cover the costs of living.

In principle there is a sufficient number of these establishments. Only exceptionally, in some localities where young people are numerous, short-term problems may arise. Kindergartens accommodate 97,1 per cent of children aged 3 - 6 years, nursery schools accommodated 19 per cent of children of 6 months to 3 years of age. Currently the excessive capacities of these establishments are being rebuilt as day-care centres for health impaired children, etc.

20) After-school centres for youth (at the age from 6 to 9 years) - what number of children can be placed there?

School day-care centres accommodated 48,8 per cent of pupils in the age of 6 to 10. But the capacity of school day-care centres is not yet sufficient.

21) Is the Government of the Czechoslovak Socialist Republic ready to raise the number of creches and nursery schools to meet the requirements?

It is not required. In the future nurseries and kindergartens will in principle be built only in new residential localities which will meet the requirements. In view of the expected increase of births around the mid-nineties, the existing number of these establishments is currently not being reduced, although the number of small children is dropping.

22) Shortened working hours of women - is this idea supported by the society or not? Is it a temporary measure or a permanently introduced one? Why was it needed?

Shorter working hours for women are encouraged by the society. Currently 9 per cent of women are making use of it, a minimum of 19 per cent of women are intrested in it. The reason for making use of shorter working hours by women is care for a child. The conditions for providing shorter working hours to women are stipulated in the Labour Code. Under its amended version that has been in force since 1 January 1989, shorter working hours may be refused to a woman caring for children up to the age of 15 only with the consent of the trade union organization, to which the employing organization must prove the reasons for the refusal.

23) Have part-time working women enough financial means ensuring their financial independence?

In the sense in which the question is put, as a rule it is up to the woman for which financial conditions she opts.

Even shorter working hours secure financial independence in the overwhelming majority of cases.

24) Is short working time evaluated in a positive or negative manner?

In so far as shorter working hours mean also reduced earnings, about 19 per cent of women are interested in such reduced working hours. Other variants examined among Czechoslovak women are hypothetical. Most desired by mothers would be shorter working hours, along with which they could also collect a certain social benefit as a contributing toward the upkeep of the children.

25) Can men take maternity leave for the purpose of care for children -a child? If not, what are the measures like?

In special cases under Act No. 189/1988, Collection of Laws, they may. Notably in the case of illness or death of the mother.

26) Are household chores divided equally between men and women?

The education in this State promotes the equal status of men and women in marriage and thus also an equal division of household work. The share of work performed varies in individual couples depending on the maturity of the partners.

27) According to the statement in the Czechoslovak report: "household work of a woman is equally valuable as her work outside household" - is it possible to indicate the value of women's work in household?

28) Is there any remuneration for the work of a woman in household?

In Czechoslovakia, like elsewhere in the world, neither theory nor practice have coped with this problem. Therefore there is no remuneration for household work.

29) How is divided paid and unpaid work within a family? What is the men's share in the household responsibilities and in the care for family and children?

The education in this State promotes the equal status of men and women in marriage and thus also an equal division of household work. The share of work performed varies in individual couples depending on the maturity of the partners.

30) What is the meaning of "socially useful work"?

This term is not used by us - it should be every work (including therefore upbringing of children, keeping the household, etc.), not just economic activity.

31) The Czechoslovak report uses the expression "maternity as a social role" . It is required to provide detailed explanation of this expression. Is there a material counterpart in this position?

The term is used improperly. Motherhood represents an irreplaceable role of the woman in which, for one, she realizes herself mentally, emotionally, ethically as well as physically, for the other, as a member of the society she contributes to its (i.e. social) development. Thus in motherhood one has to see dialectical unity of personal self-realization and a contribution to the development of the whole society. This is also how this role is understood by the Czechoslovak Constitution and the entire legal system. (It is a woman's free choice when and how many children she wishes to have and the State considers it its duty to help families in the proper upbringing of the children).

32) How is the leisure time divided between man and woman? Women have less leisure time than men, why?

Despite all the amendments of legislation and the education to responsible parenthood and an equal status of the partners in marriage, the view still persists in many places that a woman carries a larger portion of responsibility for the upbringing of and care for children, as well as of care for the grandparents than does a man.

33) What measures have been taken for retraining women in other sectors of economy? Namely when a woman is transferred to other type of work due to the changes in effectiveness and organization within an enterprise?

The same as for men.

34) Participation of women - attitude towards promotion on the basis of training?

The same relationship of the achieved level of education and training is in force for both men and women when they are promoted within the hierarchy of posts.

35) More information is required concerning the role of men in the family, family life, for instance, solutions of discords between spouses.
What percentage of spouses seek the help of marriage guidance bureau and in what problems, etc.?

At the present time a part of young married couples often resolve even minor troubles through a divorce. In more than 60 per cent of the cases it is the woman who asks for the divorce. Men are getting gradually more passive in the family life. (This situation relates also to the fact that in 95 per cent of cases the children upon divorce are entrusted to the mother's care and that this incomplete family mostly acquires the shared apartment.) Marriage consulting bureaus are approached by 75 per cent of couples facing problems in their relations. Their share in relation to the number of marriages is not calculated.

36) What is the Czechoslovak practice like in planning parenthood? Are there any information centra for planning parenthood? Marriage and pre-marriage guidance bureaus. Programmes of planning parenthood in the Czechoslovak Socialist Republic?

Professional instruction is secured through lectures during obligatory school attendance. There are marriage and pre-marriage consulting bureaus in every district as well as specialized medical and educational consultancies which provide complete professional information free of charge. The provided contraceptives and the abortion legislation now in force enable couples to plan their families as desired. Despite that the contraceptive practice and the requisite information on the part of young people are not sufficient, which contributes to above-average birth rates among very young mothers (before the age of twenty). An improvement in this connection is envisaged within the framework of the now prepared concept of national family policy.

37) What is the average life span of women and men? What is the birth rate and baby death-rate?

The average life expectancy in men is 67,5 and in women 74,95 years. The infant mortality (i.e. the number of deaths up to one year of life per one thousand of live births) is corrently 13,1 per cent, the mortality at birth (i.e. the number of deaths within 28 days after birth per 1000 live births) is 8,1 per cent. The number of live births is 214,500 per year.)

38) How many women are involved in the international organizations?

Czechoslovak women have the right to participate in work on the international level in international organizations under equal conditions as men. Although no specific statistics are kept, it is evident that women are less represented in international organizations than men. Systematic attention is being paid to the question of increasing women's participation in both governmental and non-governmental representation in international organizations.

39) Statistical survey is required indicating the women's participation in the functions at higher levels of management and in the governments? Women's participation in the state administration bodies, number of women in the state administration and in the governments? What number of women work in higher offices, at the ministries, in the political system? Does the Government of the Czechoslovak Socialist Republic take measures to improve this situation.

In the Government of the Czech Socialist Republic women are represented by one Minister. One woman holds the post of Deputy Minister in the Federal Government of the Czechoslovak Socialist Republic and one woman is member of the Secretariat of the Central Committee of the Communist Party of Czechoslovakia. A larger representation of women in higher-level posts is being promoted, especially along political lines (congresses and sessions of the Central Committee of the Communist Party of Czechoslovakia).

40) Are there any prejudices against women working in the leading functions in the Czechoslovak Socialist Republic? See the example of the People's Republic of China and inferiority in years which influences such an attitude.

Officially they do not exist, unofficially they do. In our experience, however, women are proving themselves in leadership positions (through greater assiduity, responsibility, etc.).